

TOP

Dark Triad of Personality at Work Technical Report

Sample Report A
ID 5113-674
Date 29/07/2019

Overview

The TOP measures work-related aspects of the dark triad of personality (narcissism, Machiavellianism, and subclinical psychopathy) in relationship to occupational life, using those three main factors and eleven subscales. All items included in TOP have been developed within the context of work behaviours, and development and validation studies have been conducted on participants with work experience.

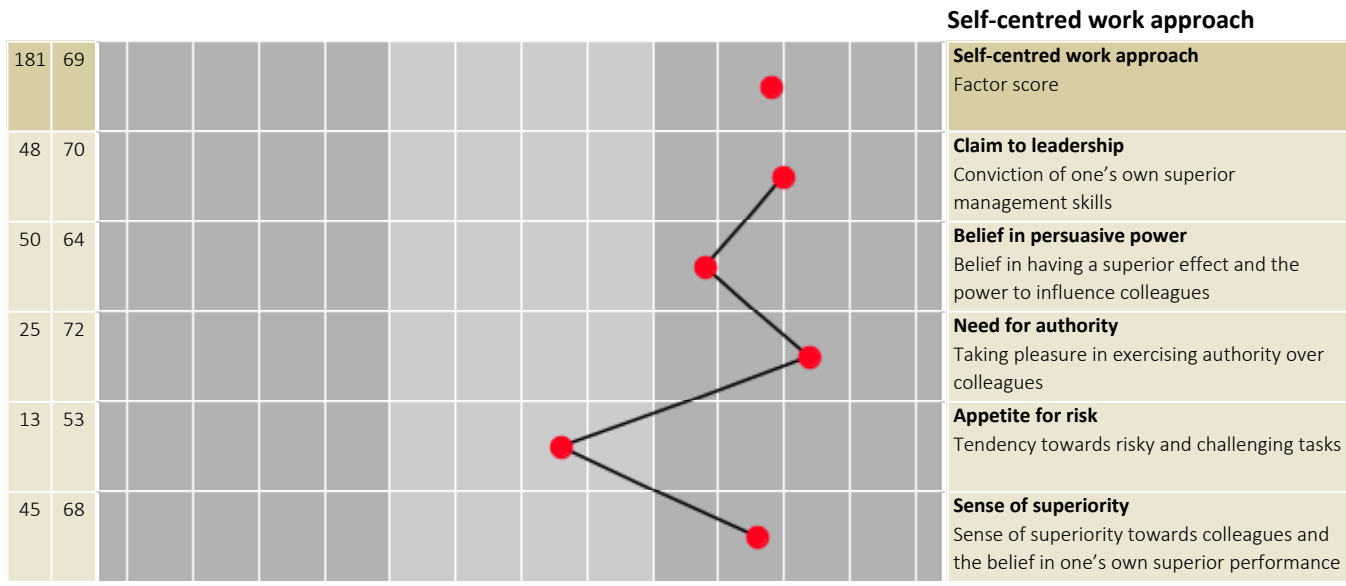
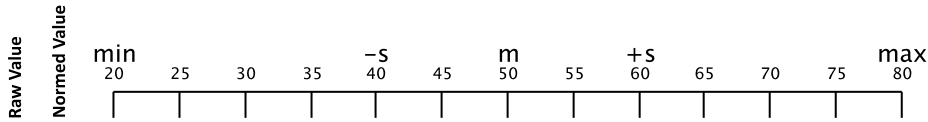
Structure of this report

- **Profile sheet**
- **Table of scores**
- **Scale details**
- **Response statistics**

Only qualified psychologists or appropriately trained test administrators should interpret psychometric test results. Please follow the relevant guidelines from the appropriate professional body.

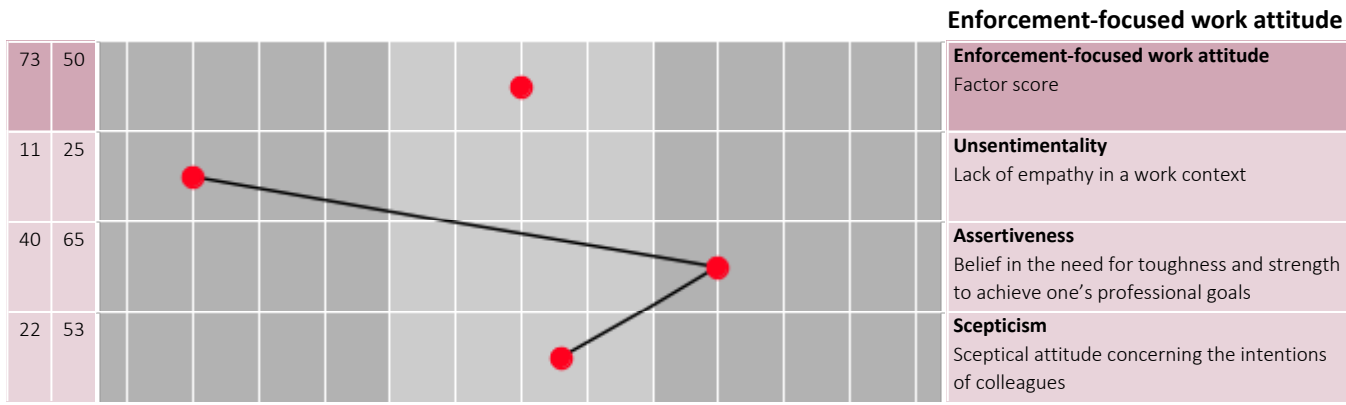
Profile sheet

Dark Triad of Personality at Work · Standard Working Population, UK · T Score (50+10z)



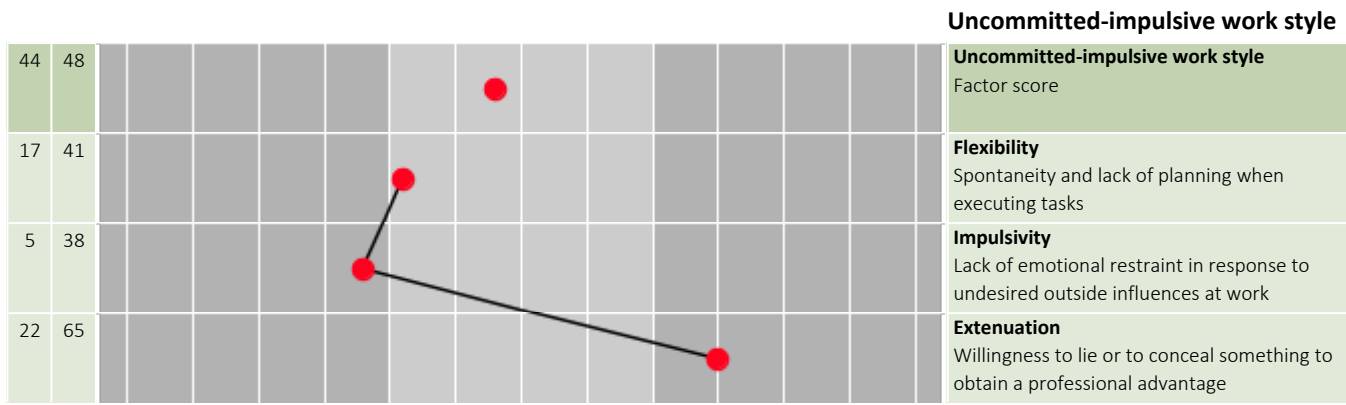
Self-centred work approach

- Self-centred work approach**
Factor score
- Claim to leadership**
Conviction of one's own superior management skills
- Belief in persuasive power**
Belief in having a superior effect and the power to influence colleagues
- Need for authority**
Taking pleasure in exercising authority over colleagues
- Appetite for risk**
Tendency towards risky and challenging tasks
- Sense of superiority**
Sense of superiority towards colleagues and the belief in one's own superior performance



Enforcement-focused work attitude

- Enforcement-focused work attitude**
Factor score
- Unsentimentality**
Lack of empathy in a work context
- Assertiveness**
Belief in the need for toughness and strength to achieve one's professional goals
- Scepticism**
Sceptical attitude concerning the intentions of colleagues



Uncommitted-impulsive work style

- Uncommitted-impulsive work style**
Factor score
- Flexibility**
Spontaneity and lack of planning when executing tasks
- Impulsivity**
Lack of emotional restraint in response to undesired outside influences at work
- Extenuation**
Willingness to lie or to conceal something to obtain a professional advantage

Table of scores

Dark Triad of Personality at Work · Standard Working Population, UK · T Score (50+10z)

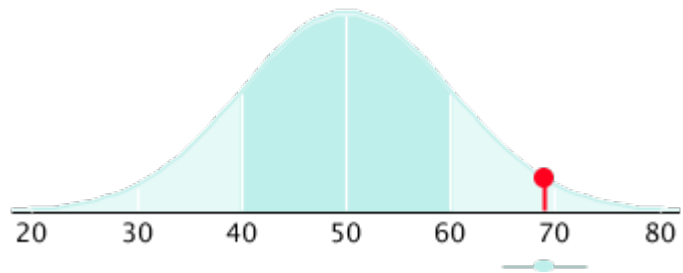
Scale	Raw val	Normed val
Self-centred work approach		
Self-centred work approach	181	69
Claim to leadership	48	70
Belief in persuasive power	50	64
Need for authority	25	72
Appetite for risk	13	53
Sense of superiority	45	68
Enforcement-focused work attitude		
Enforcement-focused work attitude	73	50
Unsentimentality	11	25
Assertiveness	40	65
Scepticism	22	53
Uncommitted-impulsive work style		
Uncommitted-impulsive work style	44	48
Flexibility	17	41
Impulsivity	5	38
Extenuation	22	65

Scale details

Self-centred work approach

Working Population, UK · T Score (50+10z)

Raw val	181
Normed val	69
Missing vals	0
Confidence interval	[65 - 73]

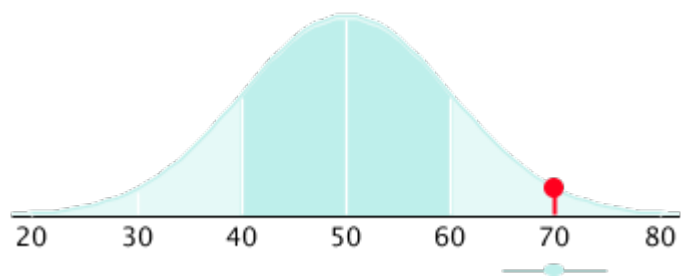


Measures an exaggeration of self-worth with respect to one's own significance, leadership skills, and impact at work, as well as the pleasure in exercising authority over colleagues

Claim to leadership

Working Population, UK · T Score (50+10z)

Raw val	48
Normed val	70
Missing vals	0
Confidence interval	[65 - 75]

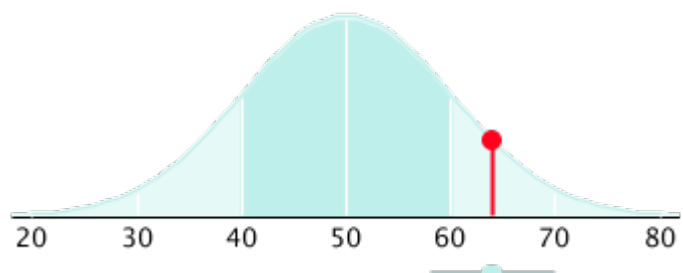


Conviction of one's own superior management skills

Belief in persuasive power

Working Population, UK · T Score (50+10z)

Raw val	50
Normed val	64
Missing vals	0
Confidence interval	[58 - 70]

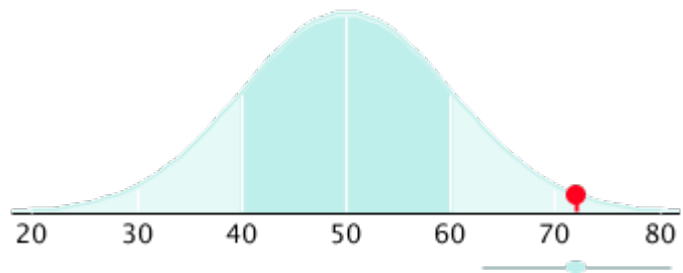


Belief in having a superior effect and the power to influence colleagues

Need for authority

Working Population, UK · T Score (50+10z)

Raw val	25
Normed val	72
Missing vals	0
Confidence interval	[63 - 81]

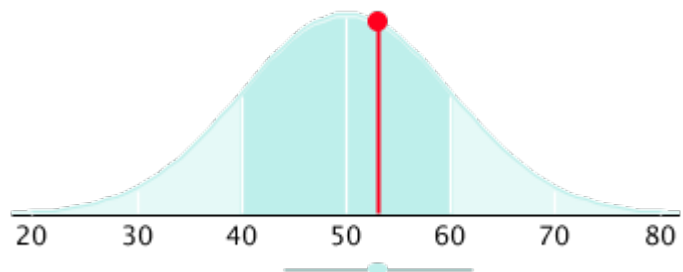


Taking pleasure in exercising authority over colleagues

Appetite for risk

Working Population, UK · T Score (50+10z)

Raw val	13
Normed val	53
Missing vals	0
Confidence interval	[44 - 62]

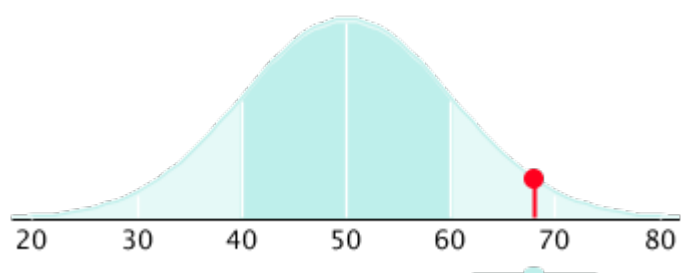


Tendency towards risky and challenging tasks

Sense of superiority

Working Population, UK · T Score (50+10z)

Raw val	45
Normed val	68
Missing vals	0
Confidence interval	[62 - 74]

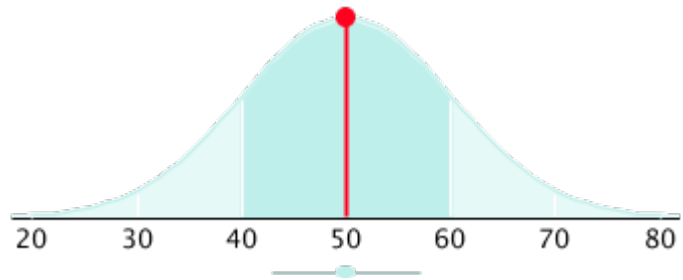


Sense of superiority towards colleagues and the belief in one's own superior performance

Enforcement-focused work attitude

Working Population, UK · T Score (50+10z)

Raw val	73
Normed val	50
Missing vals	0
Confidence interval	[43 - 57]

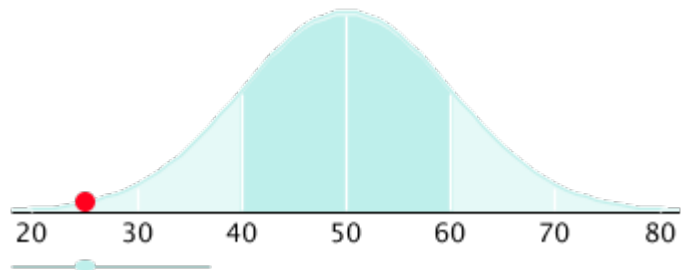


Describes an emotional toughness and distrustful attitude towards colleagues, due to confidence in one's own strength and ability to achieve in the workplace

Unsentimentality

Working Population, UK · T Score (50+10z)

Raw val	11
Normed val	25
Missing vals	0
Confidence interval	[13 - 37]

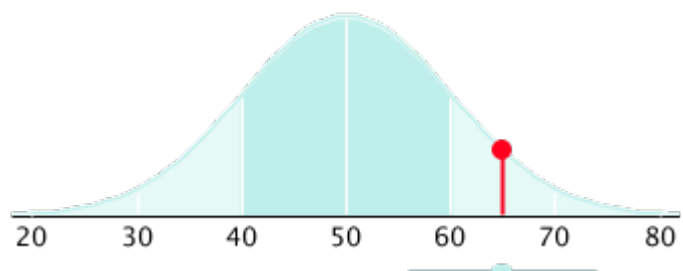


Lack of empathy in a work context

Assertiveness

Working Population, UK · T Score (50+10z)

Raw val	40
Normed val	65
Missing vals	0
Confidence interval	[56 - 74]

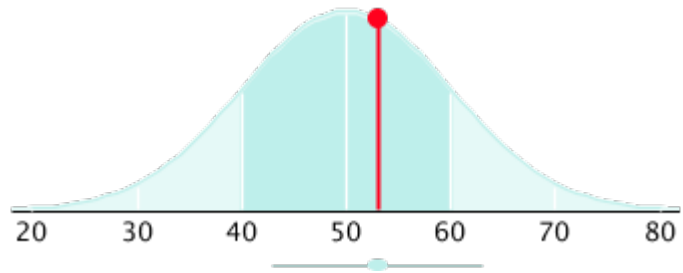


Belief in the need for toughness and strength to achieve one's professional goals

Scepticism

Working Population, UK · T Score (50+10z)

Raw val	22
Normed val	53
Missing vals	0
Confidence interval	[43 - 63]

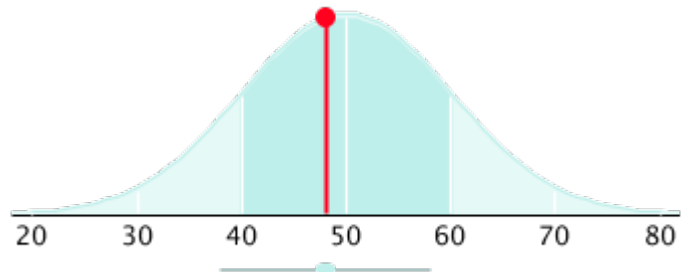


Sceptical attitude concerning the intentions of colleagues

Uncommitted-impulsive work style

Working Population, UK · T Score (50+10z)

Raw val	44
Normed val	48
Missing vals	0
Confidence interval	[38 - 58]

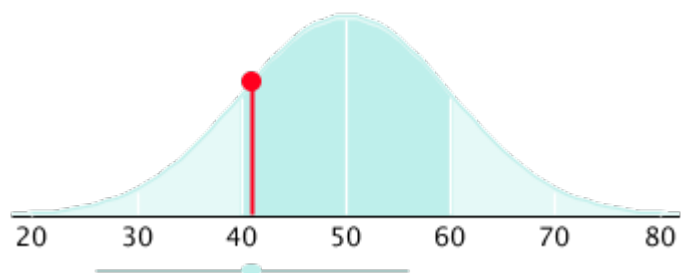


Captures an unstructured work style related to irresponsible or abrupt actions, with a readiness to break rules or use deceit to reach professional goals

Flexibility

Working Population, UK · T Score (50+10z)

Raw val	17
Normed val	41
Missing vals	0
Confidence interval	[26 - 56]

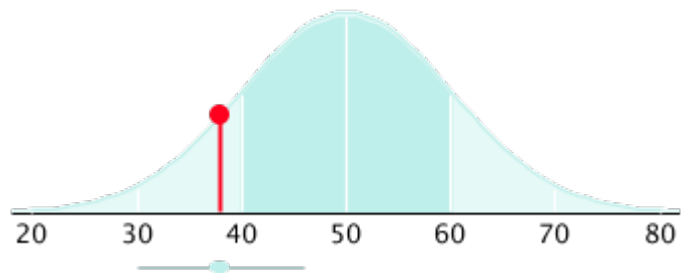


Spontaneity and lack of planning when executing tasks

Impulsivity

Working Population, UK · T Score (50+10z)

Raw val	5
Normed val	38
Missing vals	0
Confidence interval	[30 - 46]

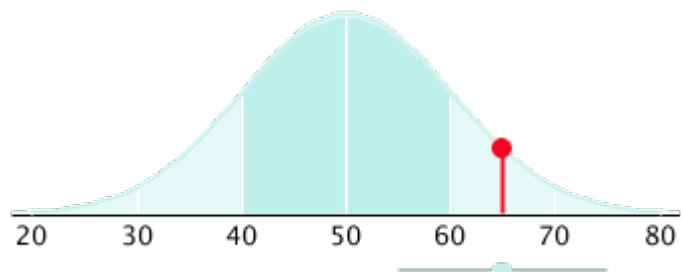


Lack of emotional restraint in response to undesired outside influences at work

Extenuation

Working Population, UK · T Score (50+10z)

Raw val	22
Normed val	65
Missing vals	0
Confidence interval	[55 - 75]

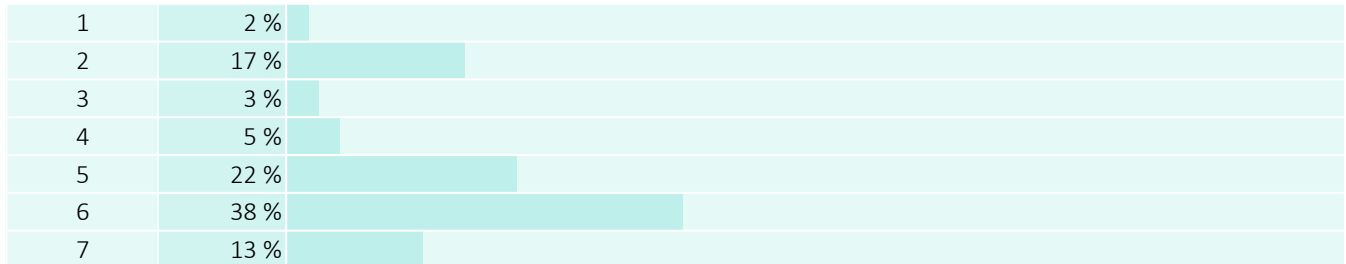


Willingness to lie or to conceal something to obtain a professional advantage

Response statistics

Distribution of responses

Step	Proportion
1	2 %
2	17 %
3	3 %
4	5 %
5	22 %
6	38 %
7	13 %



Page focus events

Sorry, page focus information is not available. It could be that the test was completed on paper or before HTS began recording page focus events.

Page focus events occur when a test taker switches away from the test to another window on the computer. For a detailed explanation, please consult the Hogrefe Testsystem Glossary.